

# EMW-2021-GR-APP-00123

## Application Information

**Application Number:** EMW-2021-GR-APP-00123

**Funding Opportunity Name:** Fiscal Year (FY) 2021 Targeted Violence and Terrorism Prevention (TVTP)

**Funding Opportunity Number:** DHS-21-TTP-132-00-01

**Application Status:** Pending Review

## Applicant Information

**Legal Name:** Howell Township Police Athletic League, Inc.

**Organization ID:** 22843

**Type:** Nonprofit having 501(c)(3) status with IRS, other than institutions of higher education

**Division:**

**Department:**

**EIN:** (b)(6)

**EIN Shared With Organizations:**

**DUNS:** 141821749

**DUNS 4:**

**Congressional District:** Congressional District 04, NJ

## Physical Address

**Address Line 1:** 115 Kent Rd

**Address Line 2:** [Grantee Organization > Physical Address > Address 2]

**City:** Howell

**State:** New Jersey

**Province:**

**Zip:** 07731-2420

**Country:** UNITED STATES

## Mailing Address

**Address Line 1:** 115 Kent Rd

**Address Line 2:** [Grantee Organization > Mailing Address > Address 2]

**City:** Howell

**State:** New Jersey

**Province:**

**Zip:** 07731-2420

**Country:** UNITED STATES

## SF-424 Information

### Project Information

**Project Title:** Howell Township Police Athletic League Preventing Targeted Violence and Terrorism

**Program/Project Congressional Districts:** Congressional District 04, NJ

**Proposed Start Date:** Fri Oct 01 00:00:00 GMT 2021

**Proposed End Date:** Sat Sep 30 00:00:00 GMT 2023

**Areas Affected by Project (Cities, Counties, States, etc.):** Howell Township, NJ - Monmouth County

## Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$75000
Applicant Funding	\$0
State Funding	\$0
Local Funding	\$0
Other Funding	\$0
Program Income Funding	\$0
<b>Total Funding</b>	<b>\$75000</b>

**Is application subject to review by state under the Executive Order 12373 process?** Program is not covered by E.O. 12372.

**Is applicant delinquent on any federal debt?** false

## Contacts

Contact Name	Email	Primary Phone Number	Contact Types
(b)(6)	(b)(6)		Secondary Contact
			Primary Contact Authorized Official Signatory Authority

## SF-424A

### Budget Information for Non-Construction Programs

**Grant Program:** Targeted Violence and Terrorism Prevention Grant Program

**CFDA Number:** 97.132

Budget Object Class	Amount
Personnel	\$60352
Fringe Benefits	\$0
Travel	\$0
Equipment	\$0
Supplies	\$6898
Contractual	\$0
Construction	\$0
Other	\$7750
Indirect Charges	\$0
<b>Non-Federal Resources</b>	<b>Amount</b>
Applicant	\$0
State	\$0
Other	\$7750
<b>Income</b>	<b>Amount</b>
Program Income	\$0

**How are you requesting to use this Program Income?** [\$budget.programIncomeType]

**Direct Charges Explanation:**

**Indirect Charges explanation:**

## Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	\$	\$	\$	\$
Non-Federal	\$	\$	\$	\$

## Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
\$	\$	\$	\$

Remarks:

**SF-424C**

## Budget Information for Construction Programs

## Assurances for Non-Construction Programs

Form not applicable? false

Signatory Authority Name: (b)(6)

Signed Date: Tue May 25 17:08:23 GMT 2021

Signatory Authority Title: President and CEO

## Certification Regarding Lobbying

Form not applicable? false

Signatory Authority Name: (b)(6)

Signed Date: Tue May 25 17:08:23 GMT 2021

Signatory Authority Title: President and CEO

## Disclosure of Lobbying Activities

Form not applicable? true

Signatory Authority Name: (b)(6)

Signed Date: Tue May 25 19:11:10 GMT 2021

Signatory Authority Title:

Howell Police Athletic League

Howell, NJ

Promising Practices-Single Project Track

Youth Resilience Programs

\$75,000 requested

Project Abstract: Howell Township Police Athletic League (HPAL) will implement a comprehensive program to engage youth, youth development staff, teachers, and parents to build youths' resilience against engagement in violent extremist ideologies, groups and activities. This will be accomplished by providing training and programming to a core group of 150 individuals who will serve as advocates for inclusion and adoption of community-wide anti-bias values. The program will begin with engagement of middle and high school youth from HPAL to receive training on the threat of recruitment to violent extremism, followed by an in-depth course on critical media literacy, and finally, the opportunity to develop their own media messaging that affirms equity-focused values. Key adults from within the community will participate in trainings on identifying youth who are vulnerable to recruitment by hate groups and violent extremists, or who have already begun down this path. These trainings will address the reasons for youths' engagement with these groups as well as connect adults with community resources. Finally, the HPAL youth will plan and conduct a community-based social justice event which will bring together key community leaders and will serve as an opportunity for youth to identify and join positive youth programs in the community.

**1. Needs Assessment:** Howell Police Athletic League (HPAL) operating out of Howell, NJ serves a community with a youth population of over 9,000 youth 6-18 year-olds. Howell Township's population is 77.2% White, with 5% living in poverty, an unemployment rate of 6.3%, and 40% completing a bachelor's degree or higher. Howell Township has seen the highest number of bias incidents (31 in 2020) in Monmouth County, which has the greatest number of bias incidences in New Jersey for the past three years.<sup>i</sup> A large majority of these incidents were perpetrated by white supremacist groups against Black, Hispanic/Latino, Asian and LGBTQ+ individuals.

The Howell Township Police Department (HTPD) regularly participates in trainings on extremism, including anti-bias and counterterrorism training by the Anti-Defamation League and Southern Poverty Law Center, technical assistance trainings from the Police Executive Research Forum (PERF), and countering violent extremism training from University of Maryland's START Center. However, there are currently no programs in the Howell, NJ area that directly engage youth on the risk of extremist engagement, how to prevent recruitment, how to support youth who are being recruited, and how to engage youth voices in building anti-bias community values. Additionally, in today's environment of social media parents and adults are not able to regularly track what messages youth are engaging with. While HPAL and other Howell area programs have conducted trainings for youth and parents on online safety to prevent exploitation, abduction, or abuse; no current programs in the area speak directly to young people on critically examining the content of messages that bombard them daily.

Howell PAL's Targeted Violence and Terrorism Prevention Program (HPAL TVTP) will address this gap by partnering with HTPD to engage key youth and adults to provide in-depth training and support on the topics above, so that they become community change agents for preventing youth recruitment to violent extremism and hate groups. The program will directly train and engage 100 youth in middle and high school, as well as at least 50 adults. These individuals will develop content and events for Howell youth and the larger Howell community leading to an expected impact of over 500 individuals total.

**2. Program Design - Problem Statement:** A recent analysis by the Washington Post<sup>ii</sup> has shown that there is significant growth in domestic terrorism incidents in the U.S, driven mainly by white-supremacist, anti-Muslim, and anti-government extremist on the far right. The data shows that since 2015, there have been 333 plots or attacks and 110 fatalities by far-right and far-left wing extremists.<sup>iii</sup> Of these numbers, more than 65 incidents and 22 deaths were caused by people showing support for white supremacy or by those who belonged to groups espousing that ideology.

The rise in youth participating in extremist activities and bias motivated violent crimes is an alarming situation which must be addressed. Statistics on youth engagement in extremist activities and bias motivated violent crimes is incomplete, however what we can quantify is that:

- In 2019, 865 known perpetrators of hate crimes were youth under 17 as reported to the FBI's Uniform Crime Reporting Program. This is an increase from 833 known offenders in 2017.<sup>iv</sup>
- A study conducted by Common Sense Media of youth ages 10-18, illustrated how hard it is for youth to identify the accuracy of online 'news', as over 30% of respondents shared that they had shared a news story that they later found out was inaccurate.<sup>v</sup>

- Data collected through the DOJ-funded Youth Bias Victimization Questionnaire found that 63% of youth respondents had experienced some sort of bias victimization in their lifetime, with 42% indicating that they had experienced this within the past year.<sup>vi</sup>

The HPAL TVTP program will directly address the TVTP Grant Program goals objectives 1 and 2 to provide the local community with awareness of the radicalization to violence process and what the threat of targeted violence terrorism looks like; as well as the risk factors for – and protective factors against – radicalizing to violence. Through the methodology described below, HPAL will create a youth-focused community-wide movement to recognize and combat extremist ideology and engagement.

**Program Background:** The HPAL TVTP program will respond to the Department of Homeland Securities Strategic Framework recommendations that suggests that prevention program reside at the local level and that peers with the closest proximity to individuals at risk of radicalization to violent extremism are uniquely positioned to detect, prevent, and counter this process.<sup>vii</sup> In order to accomplish this, the HPAL TVTP program will follow a methodology that reduces the space for extremist ideology by implementing a process immunization, intervention, and counter-recruitment for youth.

**Program Goals and Objectives:** The Goal of the Howell PAL Targeted Violence and Terrorism Prevention program is to strengthen Howell, NJ youths’ resilience against the tactics of violent extremism, terrorism and targeted violence recruitment efforts, while providing adults with the knowledge and skills to support youth who are susceptible to recruitment or who have been recruited. See Table 1 for Logic Model.

**Objective 1.1:** (Immunization) To train 100 youth ages 12-18 on identifying, deconstructing, and combating violent extremist messaging and ideologies in their lives.

Howell PAL’s Youth Leadership Council (YLC) for middle school and high school youth, began in 2002 and brings together 75-100 youth weekly to teach life skills and to plan/implement community service projects. The immunization phase will begin with a three- or four-part training for YLC members on the threat of violent extremism. HPAL will engage local experts from the HTPD and Howell Township Office of Emergency Management to communicate threats to youth, to provide youth with tools to resist recruitment, and to allow youth to share their questions and concerns. HPAL staff will then conduct a six-month series of sessions with YLC members on critically examining media messaging and deconstructing false information spread by extremist groups. These sessions will include how to identify extremist content, how to critique racist and sexist media messages, how to differentiate between trustworthy and suspect media sources, and how to recognize patterns of manipulation.<sup>viii</sup> The third component of the immunization phase includes supporting YLC members to create their own media content that warns of the risk of extremist recruitment and that affirms equity-focused values. This will allow the lessons learned to be shared with the larger Howell, NJ youth community.

**Objective 1.2** (Intervention): To train 40 youth development staff, parents, and teachers to recognize youth who are vulnerable to recruitment by extremist groups and how to support these youth without alienating them.

Through the intervention phase, adults will learn how to recognize youth engaging in extremist behaviors, foster interpersonal connections with these youth to redirect them, and institute restorative justice activities for those who have engaged in minor transgressions. These trainings



will also include information on community resources such as HPAL's mentoring program, that can provide protective factors for vulnerable youth. Some youth who are at the early stages of involvement with extremist ideologies may already show signs of anti-social behaviors that led to disciplinary actions at school, home, or in the community (such as bullying, truancy, or vandalism). By training on the principles of restorative justice, HPAL can help redirect these youth towards more positive community-based engagements, rather than punitive actions that alienate them. As an organization, Howell PAL uses a restorative justice process and is therefore well placed to train other youth professionals on this process.

**Objective 1.3** (Counter-recruitment): To conduct a youth-led social justice event to engage at least 100 community members in combating the proliferation of extremist ideologies in the community.

The final component of the HPAL TVTP program is to engage youth in a community-based social justice event that counters the harmful messaging coming from extremist groups. The event will serve to promote inclusion and anti-bias ideologies, introduce youth to trusted local community members who support social justice efforts, and recruit youth to HPAL's YLC program or other pro-social activities in the Howell area. So much of youths' susceptibility to extremist recruitment depends on their feelings of isolation and search for belonging, and engagement in pro-social youth activities (such as HPAL's YLC or mentoring) will provide an alternative avenue for fulfilling these needs.

**Likelihood of Success:** The multifaceted approach that runs through the process of educating youth, providing them an opportunity to use that education to be a positive influence on others, training adults to support youth, and wider community engagement has proven to be a successful methodology for achieving impactful results for HPAL programs. We will track progress throughout this program including participation levels by youth and adults in various trainings, change in knowledge and attitude by youth pre- and post-training, number and type of engagements/services provided, number of information resources distributed to the community, and participation levels in community events. The Implementation and Measurement Plan provided in the appendices provide more information on how these measurements relate to specific objectives and activities as well as the timeline for implementation.

**3. Organization and Key Personnel:** Howell Police Athletic League was established in 1979 and is an institution for youth development, in Howell, NJ and the surrounding area. The organization is led by CEO Chris Hill who is a retired law enforcement officer, with twenty-five years of law enforcement experience, having served as the supervisor in charge of the Community Service Bureau of HTPD, a deputized U.S. Marshal working with the Bureau of Investigations Customs Enforcement, and a member of the Violent Gang Taskforce. He is known as a national gang expert with experience with white supremacist gangs. Mr. Hill's involvement with this grant will be pro bono. The HPAL TVTP program staff will include the Program Coordinator who supports the YLC program, will lead the management of the YLC social justice event, and will manage grant data tracking and reporting; the Youth Coordinator who has over 25 years of experience working and volunteering with youth organizations and who will provide direct training and support to the YLC program; the Educational Program Coordinator who is a retired school teacher with 39 years of experience and who will support YLC trainings and activities. Cpl. Harold Foley (Ret) (HPAL Program Director) who has over 25 years of law enforcement experience and is the former president of the NJ Crime Prevention/Community

Policing Association. He will oversee the training development and delivery for YLC youth, as well as conduct the three trainings for adults. HPAL is overseen by a community-based board that ensures program quality and reviews annually audited financials. HPAL currently manages federal pass-through grants from the Department of Justice of over \$100,000 per year.

**4. Sustainability:** HPAL has served Howell Township for over 40 years providing a diverse array of youth and community programs ranging from a Department of Education accredited pre-school to afterschool programs. As a respected institution for youth services in Howell Township, NJ the organization receives funding from local government, local businesses, individual donors, and foundations. By integrating the TVTP program into the YLC activities, HPAL can ensure that these activities will continue beyond the length of the grant. As TVTP grant funding will predominately go to trainings and YLC management, what is learned during this grant period will remain with the organization to provide additional trainings and programming in coming years as new youth enter the YLC program.

## 5. Budget and Budget Narrative

Budget Category	Federal Request
Personnel	<b>\$60,352</b>
Fringe Benefits	<b>\$0</b>
Travel	<b>\$0</b>
Supplies	<b>\$6,898</b>
Contractual	<b>\$0</b>
Other	<b>\$7,750</b>
<i>Total Direct Costs</i>	<b>\$75,000</b>
Indirect Costs	<b>\$0</b>
<b>Total Project Costs</b>	<b>\$75,000</b>

at 5% of a \$80,000 salary, totaling \$8,000; and Program Director for two years at 10% of a \$60,000 salary, totaling \$12,000. Howell PAL will not charge fringe benefits associated with these positions to this grant.

**Supplies** – \$6,898: Costs of supplies include materials and supplies for YLC trainings, critical media literacy, and media content creation which are estimated at \$3,565 based on past similar programming. Three adult trainings will require the purchase of supplies and materials at an estimated cost of \$2,333 total. Finally, an estimated \$1,000 will be required for materials and supplies for the social justice community event.

**Other** - \$7,750: Other costs for this grant consist of an estimated \$4,000 for rental costs for audio/visual equipment, tables, chairs and other materials for the social justice community event; as well as outreach and advertisement for the event including flyers, promotional materials, etc. HPAL has budgeted \$3,750 (5% of the overall grant) for Management and Administrative Costs to consist of fulfilling reporting requirements, maintaining appropriate documentation, and responding to official information requests from state and federal oversight authorities.

**Budget Narrative:** The HPAL TVTP program will consist of the following costs:

**Personnel** – \$60,352: Staffing for this program includes: Program Coordinator for two years at 15% of a \$62,000 salary, totaling \$18,600; Youth Coordinator for two years at 18% of a \$35,000 salary, totaling \$12,600; Educational Program Coordinator for two years at 10% of a \$45,760 salary, totaling \$9,152; Chief Financial Officer for two years

HPAL has completed and attached a Human Subjects Research Compliance Determination Form and will work with DHS to identify if an Institutional Review Board review of this project is necessary. If so, HPAL is prepared to work with university partners to complete this review prior to program implementation.



**Table 1: Logic Model**

<p><b>Theory of Change:</b> Through anti-fascist commitments to the principle of “no platform for fascism” and youth development theory regarding prevention through the public health models that differentiate among primary prevention of negative outcomes, targeted intervention in negative pathways, and intentional promotion of positive outcomes, Howell Police Athletic League (Howell PAL) will arm youth and supportive adults with the tools to resist recruitment by violent extremist groups.</p>				
<p><b>Inputs</b></p> <ul style="list-style-type: none"> <li>• Howell PAL staff who will lead trainings of youth and adults, and conduct critical media literacy sessions</li> <li>• Guest speakers to provide subject matter expertise on extremist and terrorist group recruitment methodologies</li> <li>• Training materials and supplies</li> <li>• Materials, supplies, and equipment rental for community event</li> </ul>	<p><b>Activities</b></p> <ul style="list-style-type: none"> <li>• Multi-part training on prevalence and threat of violent extremism for Youth Leadership Council (YLC) youth</li> <li>• Six monthly sessions on critical media literacy for YLC youth</li> <li>• YLC creation of media content to warn about extremist recruitment and affirm equity-focused values</li> <li>• Three training of youth development staff, parents, and teachers</li> <li>• Youth-led planning of a community social justice event by YLC</li> </ul>	<p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>• 100 youth trained in violent extremism and targeted violence avoidance</li> <li>• 100 youth participating in critical media literacy program</li> <li>• Youth-created media content countering extremist recruitment</li> <li>• Forty adults trained in preventing youth engagement in violent extremism</li> <li>• Youth-led event attended by approx. 100 community members</li> </ul>	<p><b>Short -term outcomes</b></p> <ul style="list-style-type: none"> <li>• Youth are engaged in prosocial activities</li> <li>• Youth are provided social support by PAL staff and peers</li> <li>• Youth are connected with positive role models</li> <li>• Youth show an increase in knowledge about violent extremist recruitment techniques and how to critically analyze media content</li> <li>• Supportive adults show an increased understanding of how to prevent extremist recruitment</li> </ul>	<p><b>Long-term outcomes</b></p> <ul style="list-style-type: none"> <li>• Decrease in youth recruitment to violent extremist groups</li> <li>• Improved community-wide adoption of equity-focused values and social justice.</li> <li>• Youth pursue educational activities such as admission to college or university</li> <li>• Youth become positive role models for other youth in their communities and schools</li> </ul>
<p><b>Contextual Factors:</b> Engagement with the police department and Office of Emergency Management is always dependent on availability based upon circumstances or emergencies that may arise in the community. Through long-term relationships and the willingness to be flexible to officers’ schedules, we have been able to ensure that these issues do not derail program goals and outcomes.</p>			<p><b>Underlying Assumptions:</b> New Jersey is beginning to return to normal with regards to COVID-19. We anticipate that both youth and adults will be able to participate in in-person trainings and programs by the time this grant begins. If that is not possible, we will adapt these training to virtual events.</p>	

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<sup>i</sup> Statistics obtained from Howell Township Police Department

<sup>ii</sup> O'Harrow, R., Tran, A. B., & Hawkins, D. (2021, April 12). *The rise of domestic extremism in America*. The Washington Post. <https://www.washingtonpost.com/investigations/interactive/2021/domestic-terrorism-data/>.

<sup>iii</sup> Far-right extremist incidents accounted for 267 plots or attacks and 91 fatalities, while far-left views accounted for 66 incidents leading to 19 deaths.

<sup>iv</sup> United States Department of Justice, Federal Bureau of Investigation. (November 2018). *Hate Crime Statistics, 2017*. Retrieved May 24, 2021, from <https://ucr.fbi.gov/hate-crime/2017/tables/table-9.xls>.

<sup>v</sup> Robb, M. B. (2017). *News and America's kids: How young people perceive and are impacted by the news*. San Francisco, CA: Common Sense.

<sup>vi</sup> Jones, L. M., & Turner, H. A. (2019). (rep.). *A Comprehensive Measure of Youth Experiences with Bias Victimization: Findings from the Youth Bias Victimization Questionnaire (YBVQ)*. National Institute of Justice, Office of Justice Programs, U.S. Department of Justice.

<sup>vii</sup> U.S. Department of Homeland Security. (2019). *Strategic Framework for Countering Terrorism and Targeted Violence*. Washington D.C.

<sup>viii</sup> Arbeit, M. R., Burnham, S. L. F., de Four, D., & Cronk, H. (2020). Youth Practitioners Can Counter Fascism: What We Know and What We Need. *Journal of Youth Development*, 15(5), 37–67. <https://doi.org/10.5195/jyd.2020.936>

## APPENDICES

## APPENDIX A: Implementation and Measurement Plan (IMP)

## OTVTP Implementation & Measurement Plan

You should modify the Implementation & Measurement Plan (IMP) template to the number of goals your specific project requires. For *each* goal in the IMP, create an Implementation Plan table *and* a Measurement Plan table. Please use the definitions provided in the IMP guidance document when crafting your plan. Draft, in the box below, the overarching goal statement for the project. Following completion of the IMP, each grantee is expected to complete the Risk Assessment & Mitigation Plan in Appendix A.

*In the Implementation Plan table:*

- Type each activity in a separate row; add as many rows as needed.
- Arrange activity rows chronologically by the start date of the activity.
- This IMP should span both years of performance under this grant program.

*In the Measurement Plan table:*

- Type each performance measure/indicator in a separate row.
- Map each performance measure to the relevant activity
- Include indicators that will help measure the results of the project; it is not necessary to have more than one indicator if that indicator sufficiently measures results.
- Identify and/or design data collection methods to be used to obtain the data that will be reported on quarterly.
- Ensure attention to collection of data that can be broken down by sex and age of project participants or beneficiaries.
- The information in the “Performance Measures” column of the Measurement Plan should align with the information in the “Anticipated Outputs” column of your Implementation Plan

***NOTE: Data collection methods should be specific and timebound. Any expenses incurred from the collection of data must come from the grant already awarded. No additional funds will be made available by DHS for this purpose.***

Organization Name	Howell Township Police Athletic League, Inc.
Project Title	Howell PAL Targeted Violence and Terrorism Prevention
Grant Number	
Grant Implementation Period	October 1, 2021 - September 30, 2023

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### Project Goal Statement

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*[Please state the overarching goal of the project as identified in your program design. This overarching goal can include language from the individual goals located within this IMP]*

To strengthen Howell, NJ youths' resilience to the tactics of violent extremism, terrorism and targeted violence recruitment efforts, while providing adults with the knowledge and skills to support youth who are susceptible to recruitment or who have been recruited.

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### Target Population

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*[Please include an estimated size and demographic breakdown of expected and/or served program beneficiaries. Please include a brief description of why this particular target population has been selected.]*

The primary target population are youth in the Howell, NJ area and youth participating in Howell Police Athletic League's Youth Leadership Council ages 12-18 who are targets for recruitment by ideological extremists. The most vulnerable within the population are White, teenage males who do not have strong positive role models in their lives. These youth have been targeted by White extremist groups to encourage bias against others and to elicit negative passions that are often based on false information and fear. Reaching these youth at a young age and providing them with protective tools to identify, disprove, and work against the White supremacist propaganda and recruitment will help reduce the number of individuals engaging in these groups in the future. The secondary target population are the adult community including youth development staff, teachers, and social workers who will receive trainings and support around this issue so that they can serve as positive role models and support for youth facing these issues. The final target population is the larger Howell youth population and community members who will be the recipients of youth-developed media and participants in the social justice community event.



Goal 1: To strengthen Howell, NJ youths' resilience to the tactics of violent extremism, terrorism and targeted violence recruitment efforts, while providing adults with the knowledge and skills to support youth who are susceptible to recruitment or who have been recruited.

Objective 1.1: To train 100 youth ages 12-18 on identifying, deconstructing, and combating violent extremist messaging and ideologies in their lives.

Objective 1.2: To train 40 youth development staff, parents, and teachers to recognize youth who are vulnerable to recruitment by extremist groups and how to support these youth without alienating them.

Objective 1.3: To conduct a youth-led social justice event to engage at least 100 community members in combating the proliferation of extremist ideologies in the community.

#### Goal 1 IMPLEMENTATION PLAN

Objectives	Activity	Inputs/Resources	Time Frame	Anticipated Outputs
Objective 1.1: To train 100 youth ages 12-18 on identifying, deconstructing, and combating violent extremist messaging and ideologies in their lives.	Activity 1.1.1: Train Howell Police Athletic League's (HPAL) Youth Leadership Council (YLC) on the prevalence and threat of violent extremism in the Howell, NJ area and online	HPAL staff time to train YLC members and support them in developing media content. Guest speakers to provide subject matter expertise. Training materials and supplies.	Multi-part training (3-4 sessions) conducted in Q2	Youth violent extremism and targeted violence avoidance training to 100 youth.
	Activity 1.1.2: Train HPAL's YLC on critical media and media literacy to deconstruct false information spread by extremist groups.	HPAL staff time to train YLC members and support them in developing media content. Guest speakers to provide subject matter expertise. Training materials and supplies.	Six monthly lessons/discussions at YLC meetings during Q3-Q4	Increase in youth understanding of on media literacy and critical analysis of media content based on pre- and post-surveys

	Activity 1.1.3: YLC to create their own media content to warn others about the risk of extremist recruitment and to affirm equity-focused values	HPAL staff time to train YLC members and support them in developing media content. Materials and supplies for youth-led content development.	Ideation and planning during Q5. Implementation in Q5 or Q8 (depending on community guidelines on gathering)	Production of a social media account, video, or newsletter (frequency to be determined based on type of product)
Objective 1.2: To train 40 youth development staff, parents, and teachers on recognizing youth who are vulnerable to recruitment by extremist groups and how to support these youth without alienating them.	Activity 1.2.1: Train Howell PAL staff, parents and teachers on identifying vulnerable youth and supporting them in resisting recruitment into violent ideologies and/or groups.	HPAL staff and subject matter experts time for conducting three trainings. Training supplies and materials.	Three trainings to be conducted in Q3-Q5	Three trainings conducted to approximately 10 HPAL staff, 20 parents, and 10 teachers
Objective 1.3: To conduct a youth-led social justice event to engage at least 100 community members in combating the proliferation of extremist ideologies in the community.	Activity 1.3.1: Youth-led planning of community social justice event by YLC.	Regular YLC meetings to plan community social justice event. Partnering with local leaders and agencies to engage speakers and receive space and other resources. Rental of AV equipment and other necessary requirements for the event. Contact the press to bring awareness to the event.	Planning to take place during Q6-Q7	Event implementation plan
	Activity 1.3.2: Conduct youth-led community social justice event.	YLC members to conduct the community	The youth-led community social	Youth-led social justice event attended by

		event with support for HPAL staff.	justice event will be held during Q8	approximately 100 community members.
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### Goal 1 MEASUREMENT PLAN

Activity #	Performance Measures	Data Collection Method and Timeframe
1.1.1	<ul style="list-style-type: none"> <li>- Number of trainings conducted with YLC</li> <li>- Number of youth in attendance at each training</li> <li>- Change in knowledge and attitude by participating youth</li> </ul>	Quarter 2 <ul style="list-style-type: none"> <li>- Attendance records</li> <li>- Pre- and Post-trianing surveys</li> </ul>
1.1.2	<ul style="list-style-type: none"> <li>- Number of sessions conducted with YLC</li> <li>- Number of youth in attendance at each sessions</li> <li>- Change in knowledge and attitude by participating youth</li> </ul>	Quarter 3-4 <ul style="list-style-type: none"> <li>- Attendance records</li> <li>- Pre- and Post-tprogram surveys</li> </ul>
1.1.3	<ul style="list-style-type: none"> <li>- Number of youth participating in content creation</li> <li>- Number of content pieces created</li> <li>- Number of recipients/followers of content</li> </ul>	Quarter 5-8 <ul style="list-style-type: none"> <li>- Attendance records</li> <li>- Tracking of content distributed and number of recipients</li> </ul>
1.2.1	<ul style="list-style-type: none"> <li>- Number of adults trained</li> <li>- Number of trainings conducted</li> <li>- Change in knowledge and attitude</li> </ul>	Quarter 3-5 <ul style="list-style-type: none"> <li>- Attendance records</li> <li>- Pre- and post-training sureys</li> </ul>
1.3.1	<ul style="list-style-type: none"> <li>- Number of event planning meetings</li> <li>- Number of youth participating in even planning</li> </ul>	Quarter 6-7 <ul style="list-style-type: none"> <li>- Attendance records</li> </ul>
1.3.2	<ul style="list-style-type: none"> <li>- Number of attendees a community event</li> </ul>	Quarter 8 <ul style="list-style-type: none"> <li>- Headcount of attendees at event</li> </ul>

## APPENDIX A: RISK MANAGEMENT PLAN

The following risk assessment chart is designed to assist in the identification of potential occurrences that would impact achieving project objectives, primarily those originating externally and that are outside of the organization's control. Risks could include, but are not limited to: economic, social, or political changes; changes to planned partnerships; legal or compliance changes; or other risks unique to this project. Use the chart below to identify these risks; add additional rows if necessary.

<b>Risk Identified</b>	<b>Risk Analysis</b> (brief assessment of the impact the identified risk could/would have on the project)	<b>Risk Management Plan</b> (plan to minimize the impact that the risk presents to the project and adjustments to be made if the risk transpires)
Officer's schedules could make it difficult to engage them in training and event activities.	Lack of law enforcement officer involvement would prevent the program from showing deep engagement across different sectors of Howell community. While retired officers engaged with HPAL know the information to conduct all trainings, engagement by police dept. and emergency management is preferred.	As HPAL has a long history of working with law enforcement agencies, we have developed a relationship with HPAL involvement is prioritized. If an emergency arises, HPAL staff will conduct the training or session and law enforcement personnel will be rescheduled for another date and time.
While COVID appears to be waning, new developments could make in person trainings and events not possible.	While in person engagement (especially with youth is preferred, HPAL has successfully adapted youth and parent activities to virtual context throughout 2020. The virtual component may be a bit more difficult to manage logistically, but it can and will be achieved successfully.	If things begin to close down again, HPAL will transfer all grant activities to a virtual platform. HPAL has done with throughout 2020 with great success and has no concerns about the impact on the program.

## APPENDIX B: Resumes of Key Personnel

(b)(6)

(b)(6)

## Experience

September 2013 – Present

Ron has over 25 years of experience working and or volunteering with youth organizations and brings with him a wealth of skills and knowledge to youth program.

- Howell Police Athletic League - Youth Coordinator Advisor for Howell PAL. Ron is tasked with assisting in the roll out of curriculum and activities as prescribed by Howell PAL Program Coordinator and Administration.
- Pinelanders Youth Soccer Club – Ron is a current volunteer with this organization for and has been with the organization for the past 16 years as both a member and presently a board member charged with coordinating the snack stand, maintaining the fields, coordinating the yearly pictures and fundraising committees.
- Cub/Boy Scouts – Ron is a current volunteer with the local Cub/Boy Scouts where he has volunteered for the past 18 years as a Pack Leader mentoring boys and guiding them through various leadership training programs.
- Office of Emergency Management – Ron is a current member of the Howell Township Office of Emergency Management team and currently is responsible for the motor pool and Search & Rescue. He has been in this position for the past 6 years.



(b)(6)

(b)(6)

## **Work Experience**

### **Howell Township Police Department**

**August 1985 – November 2010**

300 Old Tavern Road, Howell, NJ 07731

- Crime Prevention/Community Policing
- School Resource Officer
- New Jersey Police Training Commission Certified Instructor
- Howell Township PBA 228 President 1991 – 1994
- Monmouth County Crime Prevention/Community Policing Association President
- New Jersey Crime Prevention/Community Policing Association President
- International Society of Crime Prevention Practitioners Vice President

### **Howell Township Police Athletic League**

**January 2009 - Present**

115 Kent Road, PO Box 713, Howell, NJ 07731

- Administrator/Program Director
- Howell Township School District PAL Liaison
- New Jersey Licensed Childcare Provider Sponsor
- Licensed Childcare Site Coordinator/ Site Supervisor
- Police Athletic League Training Coordinator

(b)(6)

(b)(6)

## EXPERIENCE

August 2009 - Present

Chief Financial Officer, HOWELL POLICE ATHLETIC LEAGUE, HOWELL NJ

- Responsible for all facets of reporting, budgeting and improving the daily operations within the company.

Previous Experience:

Presbytery of Monmouth, Lakewood, N.J., 2001- Present, Accountant for non-profit religious organization (reporting monthly and annual results, budgeting and coordinating external audit).

Lehman Brothers, New York, N.Y, 1984-2001, Vice President, Fixed Income Dept., Trade Analyst Supervisor (reporting daily and monthly P&L to senior management and interfacing with all departments to improve the procedures, controls, systems and operations of the organization).

Israel Discount Bank of New York, New York, N.Y., 1981-1984, Internal Bank Auditor. Performed department audits (reviewing and improving procedures and controls).

Horizon Bancorp, Morristown, NJ, 1980 -1981, Internal Bank Auditor. Performed branch audits (testing procedures and controls).

## EDUCATION

MAY 1980

BACHELOR OF SCIENCE ACCOUNTING, RIDER UNIVERSITY

(b)(6)

(b)(6)

## EXPERIENCE

**SEPTEMBER 1980 – JUNE 1989**

**TEACHER, RED BANK PUBLIC SCHOOLS**

Responsible for teaching Math and Language Arts to 7<sup>th</sup> grade students.  
Coached the cheerleading squad.

**SEPTEMBER 1989 – JUNE 2018**

**TEACHER, HOWELL TOWNSHIP PUBLIC SCHOOLS**

Teacher of Math to 7<sup>th</sup> grade students  
Teacher of Language Arts to 6<sup>th</sup> grade students  
Teacher of Language Arts to 7<sup>th</sup> grade students  
Teacher of Language Arts to 8<sup>th</sup> grade students  
Teacher of Health to 7<sup>th</sup> grade students  
Counselor of the Student Council Program for students in 7<sup>th</sup> and 8<sup>th</sup> grades

**FEBRUARY 2014 – PRESENT**

**SUPERVISOR AT AFTERCARE AND CHILDCARE COORDINATOR FOR SCHOOL  
BASED PROGRAMS, HOWELL TOWNSHIP POLICE ATHLETIC LEAGUE**

Supervise the care of students as they came into the program after school  
Supervise homework completion  
Care for students as needed.  
Currently I coordinate the before and aftercare sites in the Howell Township district  
Coordinate the virtual program when in existence  
Coordinate the Summer Camp when in existence

## EDUCATION

**MAY 1980**

**BACHELOR OF SCIENCE IN EDUCATION, QUEENS COLLEGE**

(b)(6)

(b)(6)

## EXPERIENCE

### JUNE 2010 – PRESENT

#### **PROGRAM COORDINATOR, HOWELL POLICE ATHLETIC LEAGUE, HOWELL NJ**

Responsible for the coordination and implementation of PAL programs for youth and adults that run year round. This responsibility allows me to use my vast organizational skills to ensure that all programs go off without any problems. These programs consist of sports, recreation, and educational programming for the entire community covering the age groups from toddler to adult. I am responsible to ensure that the registration process is adhered to and that all participants have signed waivers and approved or disapproved photo acknowledgment forms. Ensuring all coaches, trainers, mentors or facilitators are scheduled, aware of their schedules and that they show up prepared and on time to follow established PAL rules and guidelines. I also plan/execute our annual events such as our Golf Outing, Banquet, National Night Out as well as Trunk or Treat.

### APRIL 2012 – PRESENT

#### **WAITRESS, RIVER ROCK SPORTS BAR AND GRILLE, BRICK NJ**

Responsible for taking care of patrons that come into the restaurant to make their experience a great one where they keep coming back to dine!

## EDUCATION

### MAY 2011

#### **BACHELOR OF ARTS, RIDER UNIVERISTY**

Graduated Cum Laude

## SKILLS

- Organized
- Leadership
- Detail Oriented
- Multitasking
- Communication

## APPENDIX C: Documentation of Commitment/Support



# TOWNSHIP OF HOWELL POLICE DEPARTMENT

A NEW JERSEY ACCREDITED AGENCY

HARVEY F. MORRELL JR. CRIMINAL JUSTICE COMPLEX  
P.O. BOX 580, 300 OLD TAVERN ROAD  
HOWELL, NEW JERSEY 07731-0580  
732-938-4575 • WWW.HOWELLPOLICE.ORG

(b)(6)

CHIEF OF POLICE

May 24, 2021

Center for Prevention Programs and Partnerships  
Mail Stop: MS 0385 Department of Homeland Security  
2707 Martin Luther King Jr Ave SE  
Washington, DC 20528-0385

To Whom It May Concern:

I am writing in support of Howell Township Police Athletic/Activities Leagues' (Howell PAL) proposal for the FY 2021 Targeted Violence and Terrorism Prevention Grant Program.

Howell PAL has been a close partner of the Howell Township Police Department since the nonprofit's inception. Howell PAL is an essential part of keeping youth in Howell, NJ and the surrounding area safe and providing them positive opportunities in their future.

In 2020, Monmouth County reported the greatest number of bias incidents of any county in New Jersey for the third year in a row. Within Monmouth County, Howell Township had the greatest number of bias incidences with over a third being anti-black and a third being anti-Jewish focused. Unfortunately, hate has infiltrated the community and certain persons attempt to influence the youth population. A program such as that outlined in this proposal is essential for the community's youth to properly protect themselves from these negative influences.

If funded, the Howell Township Police Department will provide support to the program through engagement with Howell PAL's Youth Leadership Council on important topics, participation in trainings for adults, and partnership as requested around the social justice community event.

I strongly urge you to give Howell PAL's proposal your full consideration. Please contact me should you have any questions.

Sincerely,

(b)(6)

(b)(6)

Chief of Police

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COMMITTED TO COMMUNITY

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## Howell Township Office of Emergency Management

To The Center for Prevention Programs and Partnerships:

I am writing in support of Howell Township Police Athletic/Activities Leagues' (Howell PAL) proposal for the FY 2021 Targeted Violence and Terrorism Prevention Grant Program. Howell PAL has been a close partner of the Howell Township Office of Emergency Management since the nonprofit's inception. Howell PAL is an essential part of keeping youth in Howell, NJ and the surrounding area safe and providing them positive opportunities in their future.

In 2020, Monmouth County reported the greatest number of bias incidents of any county in New Jersey for the third year in a row. Within Monmouth County, Howell Township had the greatest number of bias incidences with over a third being anti-black and a third being anti-Jewish focused. Unfortunately, white supremacist and hate groups have infiltrated the community and constantly attempt to recruit from within the community's youth population. A program such as that outlined in this proposal is essential for the community's youth to properly protect themselves from these negative influences.

If funded, the Howell Township Office of Emergency Management will provide support to the program through engagement with Howell PAL's Youth Leadership Council on important topics, participation in trainings for adults, and partnership as requested around the social justice community event.

I strongly urge you to give Howell PAL's proposal your full consideration. Thank you for your time.

Sincerely,

(b)(6)

(b)(6)

Coordinator, NJCEM

Howell Township Office of Emergency Management

## CERTIFICATION REGARDING LOBBYING

### Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

### Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

#### \* APPLICANT'S ORGANIZATION

Howell Township Police Athletic League, Inc.

#### \* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE

Prefix:  \* First Name:  Middle Name:   
\* Last Name:  Suffix:   
\* Title:

\* SIGNATURE:

(b)(6)

\* DATE:

## Application for Federal Assistance SF-424

\* 1. Type of Submission:

- ☐ Preapplication  
☒ Application  
☐ Changed/Corrected Application

\* 2. Type of Application:

- ☒ New  
☐ Continuation  
☐ Revision

\* If Revision, select appropriate letter(s):

\* Other (Specify):

\* 3. Date Received:

05/24/2021

4. Applicant Identifier:

5a. Federal Entity Identifier:

5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:

7. State Application Identifier:

### 8. APPLICANT INFORMATION:

\* a. Legal Name:

Howell Township Police Athletic League, Inc.

\* b. Employer/Taxpayer Identification Number (EIN/TIN):

(b)(6)

\* c. Organizational DUNS:

1418217490000

d. Address:

\* Street1:

115 Kent Rd

Street2:

\* City:

Howell

County/Parish:

\* State:

NJ: New Jersey

Province:

\* Country:

USA: UNITED STATES

\* Zip / Postal Code:

07731-2420

e. Organizational Unit:

Department Name:

Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:

\* First Name:

(b)(6)

Middle Name:

\* Last Name:

(b)(6)

Suffix:

Title:

President and CEO

Organizational Affiliation:

\* Telephone Number:

(b)(6)

Fax Number:

\* Email:

(b)(6)

## Application for Federal Assistance SF-424

### \* 9. Type of Applicant 1: Select Applicant Type:

M: Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

### \* 10. Name of Federal Agency:

Department of Homeland Security - FEMA

### 11. Catalog of Federal Domestic Assistance Number:

97.132

CFDA Title:

Financial Assistance for Targeted Violence and Terrorism Prevention

### \* 12. Funding Opportunity Number:

DHS-21-TTP-132-00-01

\* Title:

Fiscal Year (FY) 2021 Targeted Violence and Terrorism Prevention (TVTP)

### 13. Competition Identification Number:

Title:

### 14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

### \* 15. Descriptive Title of Applicant's Project:

Howell Township Police Athletic League Preventing Targeted Violence and Terrorism

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

**Application for Federal Assistance SF-424****16. Congressional Districts Of:**\* a. Applicant \* b. Program/Project 

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

**17. Proposed Project:**\* a. Start Date: \* b. End Date: **18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="75,000.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="75,000.00"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- ☐ a. This application was made available to the State under the Executive Order 12372 Process for review on .
- ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- ☒ c. Program is not covered by E.O. 12372.

**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**☐ Yes ☒ No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

☒ \*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**

Prefix:  \* First Name:

Middle Name:

\* Last Name:

Suffix:

\* Title: \* Telephone Number:  Fax Number: \* Email: \* Signature of Authorized Representative:  \* Date Signed:

# Human Subjects Research Compliance Determination Form

5/25/2021

1. Project Title:

Howell Township Police Athletic League Targeted Violence and Terrorism Prevention

2. Program and/or project under which this effort is performed:

Click or tap here to enter text.

3. Point of Contact:

First and Last Name:	(b)(6)
Email Address:	
Title and Division/Office:	President and CEO
Phone Number:	(b)(6)

4. This a request for a:

☒ Research Determination

☐ Exemption Determination

5. Are any elements of the project classified?

☐ Yes ☒ No

Click or tap here to enter text.

6. Is the project being conducted solely in support of functions/components within DHS (i.e., validation of technology for which DHS components are the sole end user):

☐ Yes ☒ No

Please list the entities this effort will support:

Howell Township Police Athletic Leagues

7. What is the purpose/objective of this effort?

To train youth on resisting recruitment to violent extremism

8. Summary of planned activities (e.g., description of the activities, when and where activities will be conducted, and individuals who will host the activities.):

Trainings for youth and adults, development of media content by youth, event produced by youth. All with the focus on teaching youth to avoid extremist ideologies and share this information with their peers.



9. Will members of the public (any individuals outside of DHS or the Federal government) be engaged in the proposed activities?

☒ Yes ☐ No

10. Will any participants from vulnerable populations or populations requiring special consideration(s) (e.g., prisoners, pregnant women/neonates, children, socially or financially disadvantaged persons, or persons with physical or mental disabilities) be the focus for involvement in the effort?

*\*\*Please note that DHS affords detainees the same additional provisions and considerations as a prisoner population when involved in research.*

☒ Yes ☐ No

11. Description of participants and recruitment procedures:

**Example Description:** 250 voluntary participants will be recruited from a population of college students and local first responders. Participants will range in age from 18-35 and will consist of both males and females in good physical health.

100 youth will be trained on avoiding violent extremism ideologies, critical media literacy, and sharing this information with their peers. They will also assist in developing a community event to share this information with others in their town.

12. Will participants be compensated for their involvement in the project?

☐ Yes ☒ No

If yes, please provide the type of compensation and when participants will receive it:

Click or tap here to enter text.

13. Is data being collected or accessed?

☒ Yes ☐ No

If so, what type(s) of data will be collected or accessed, will identifiers be provided/recorded with the data, how will the data be stored (i.e., on DHS or non-DHS servers/property), and how data will be used/analyzed (to include individuals who will have access to the analyzed data/final report); i.e., internal review only, publication, presentation of results at a professional meeting, etc.

\*If data will be procured from a commercially available source, please provide the name of the source and the type of data-sharing agreement in place:

Youth attendance in trainings and lessons, pre- and post-surveys to gauge change in knowledge and attitude. This data will be used for internal review to identify success in the program objectives and to report to DHS. It will not be published publicly.

14. Will Personally Identifiable Information (PII) be collected?

☒ Yes ☐ No

If so, please list the types of PII that will be collected (i.e., names, date of birth, phone numbers, addresses, etc.):

Howell PAL already has PII on youth members through their enrollment in the program. The records for this program will only include student names for purposes of attendance and to compare pre-surveys to post-surveys